



***November 2015  
Foreign Area Officer Milestone  
Screen Board  
Results Analysis***



# ***FAO Milestone Screen Board***

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## **Objectives**

- **Identify the “best and fully qualified” FAOs to serve in critical and high priority CAPT and CDR FAO positions**

## **Process**

- **Mirrors established procedures of larger Navy milestone and Major and CDR Command Screen Boards**



# FAO Milestone Screen Boards (1 of 2)

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- In line with the Navy at Large
  - Similar to URL and RL O-6 Major Command and O-5 Command Screen Boards
  - Supports selective detailing to Milestone Billets
- Milestone Billets (approved annually by OPNAV N52)
  - ~40% of FAO CAPT Requirements (Billets)
  - ~60% of FAO CDR Requirements (Billets)
  - Critical DAO, SCO, Major Staff positions
  - High profile inter-agency positions
  - Critical community positions
  - Aligned with progression to high value positions at the next paygrade
- Goal is for two consecutive looks per FAO
  - Board eligibility based on Date of Rank in current grade
- Strong Correlation between Milestone Screening & Promotion
  - Additional promotions of non-screened / above-zone FAOs
  - MILPERSMAN 1301-809 signed 5 September 2014
  - Both Milestone in zone looks may not happen before IZ for promotion
  - There may be time between second Milestone look and IZ for promotion



# FAO Milestone Screen Boards (2 of 2)

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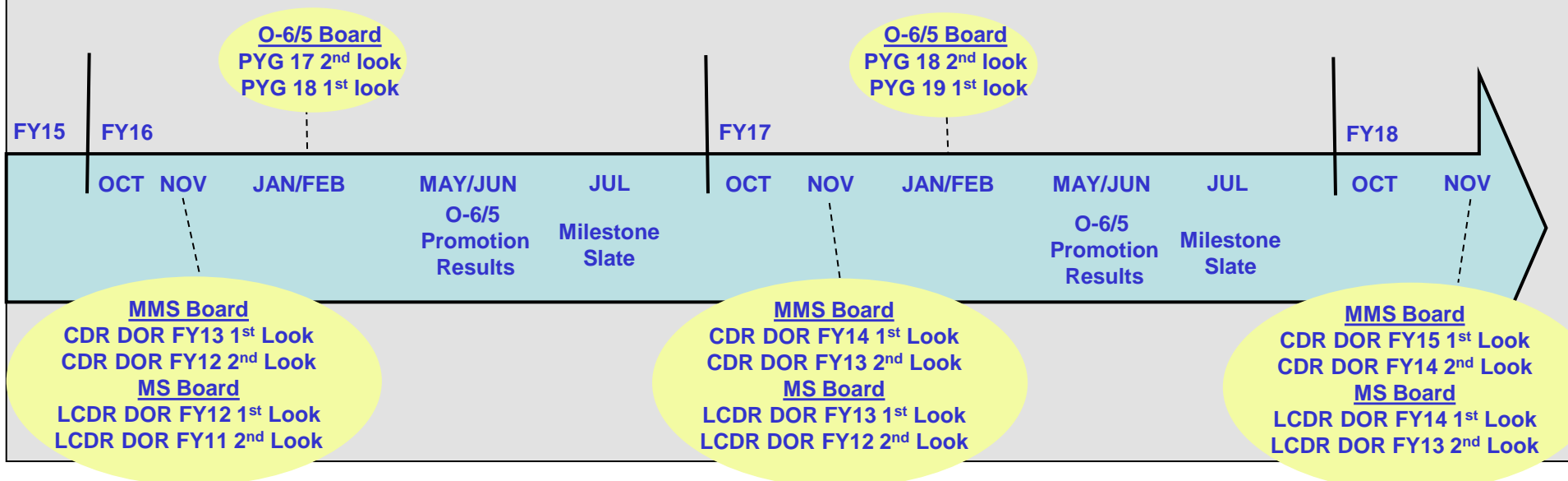
- Milestone Board Eligibility based on Date of Rank for LCDR
  - Promotion FY + 4 years = FY of 1<sup>st</sup> Look
  - Promotion FY + 5 years = FY of 2<sup>nd</sup> Look
- Major Milestone Board Eligibility based on Date of Rank for CDR
  - Promotion FY + 3 years = FY of 1<sup>st</sup> Look
  - Promotion FY + 4 years = FY of 2<sup>nd</sup> Look
- Examples:
  - Promoted to LCDR in FY12
    - 1<sup>st</sup> Look = FY12 + 4 = FY16 (Nov 2015)
    - 2<sup>nd</sup> Look = FY12 + 5 = FY17 (Nov 2016)
  - Promoted to CDR in FY13
    - 1<sup>st</sup> Look = FY13 + 3 = FY16 (Nov 2015)
    - 2<sup>nd</sup> Look = FY13 + 4 = FY17 (Nov 2016)
- Advantage
  - Allows all FAOs to know well in advance their Milestone Eligibility

***Each FAO is afforded two milestone looks that are to be considered equal by the board***



# Milestone Screening *FY16 and Beyond*

## O-6 & O-5 Promotion Group Timeline (FOC)



LCDR DOR	FY11	FY12	FY13	FY14	FY15	FY16
First Look Milestone	FY15 (Nov 14)	FY16 (Nov 15)	FY17 (Nov 16)	FY18 (Nov 17)	FY19 (Nov 18)	FY20 (Nov 19)
Second Look Milestone	FY16 (Nov 15)	FY17 (Nov 16)	FY18 (Nov 17)	FY19 (Nov 18)	FY20 (Nov 19)	FY21 (Nov 20)

CDR DOR	FY12	FY13	FY14	FY15	FY16
First Look Major MS	FY15 (Nov 14)	FY16 (Nov 15)	FY17 (Nov 16)	FY18 (Nov 17)	FY19 (Nov 18)
Second Look Major MS	FY16 (Nov 15)	FY17 (Nov 16)	FY18 (Nov 17)	FY19 (Nov 18)	FY20 (Nov 19)

***No time to deviate from Centerline Career Path***



# Screening Category Terminology

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- **Screened for FAO CDR Milestone (FM1)\***
- **Completed FAO CDR Milestone (FM2)**
- **Screened for FAO Major Milestone (FM3)\***
- **Completed FAO Major Milestone (FM4)\*\***

*\* FM1 and FM3 AQDs are awarded following promotion selection to Commander and Captain respectively.*

*\* Officers selected for CDR and Major Milestone are instructed by the Community Flag Sponsor, OCM and Detailer to send their Milestone selection letter to the board as it will not be documented in their OSR prior to promotion selection. MS and MMS Selected Officers are also instructed to document milestone selection in their FITREP which is consistent with NAVADMIN 039/02.*

*\*\* JFAO Phase II required prior to award of FM4.*



# Commander Milestone Analysis

CDR Milestone Screen Analysis	Selects	Non-Selects	Selects	Non- Selects
	First Look	First Look	Second Look	Second Look
FAO Qualified	100% (6/6)	82% (14/17)	100% (11/11)	77% (10/13)
Full Joint Tour Credit	33% (2/6)	29% (5/17)	27% (3/11)	15% (2/13)
JPME I	83% (5/6)	64% (11/17)	91% (10/11)	62% (8/13)
3 lines of FAO work	0% (0/6)	6% (1/17)	9% (1/11)	0% (0/13)
2 lines of FAO work	67% (4/6)	29% (5/17)	36% (4/11)	46% (6/13)
1 line of FAO work	33% (2/6)	64% (11/17)	55% (6/11)	54% (7/13)
More than 50% of FITREPs above RS average in current and previous rank	67% (4/6)	29% (5/17)	82% (9/11)	46% (6/13)
2 or more FITREPs in current rank with Block 41 breakouts that are or would have been competitive EPs if in competitive groupings (i.e., with words like "top x%" or "#x of #x)	100% (6/6)	53% (9/17)	91% (10/11)	69% (9/13)

***The most important distinction for promotion and milestone selection is sustained superior performance in jobs with increasing scope of responsibility and clear “soft” and “hard” breakouts***



# Major Milestone Analysis

Major Milestone Screen Analysis				
	Selects	Non-Selects	Selects	Non-Selects
	First Look	First Look	Second Look	Second Look
CDR Milestone Screened*	50% (2/4)	38% (6/16)	N/A	N/A
CDR Milestone Complete*	25% (1/4)	25% (4/16)	N/A	N/A
FAO Qualified	100% (4/4)	94% (15/16)	100% (3/3)	71% (5/7)
Full Joint Tour Credit	75% (3/4)	63% (10/16)	67% (2/3)	57% (4/7)
JPME I	100% (4/4)	100% (16/16)	100% (3/3)	100% (7/7)
3 lines of FAO work	25% (1/4)	0% (0/16)	0% (0/3)	0% (0/7)
2 lines of FAO work	50% (2/4)	88% (14/16)	100% (3/3)	86% (6/7)
1 line of FAO work	25% (1/4)	12% (2/16)	0% (0/3)	14% (1/7)
More than 50% of FITREPs above RS average in current and previous rank	100% (4/4)	63% (10/16)	67% (2/3)	43% (3/7)
2 or more FITREPs in current rank with Block 41 breakouts that are or would have been competitive EPs if in competitive groupings (i.e., with words like "top x%" or "#x of #x)	75% (3/4)	38% (6/16)	100% (3/3)	29% (2/7)
*Officers senior to Commander Milestone Screen				

***The most important distinction for promotion and milestone selection is sustained superior performance in jobs with increasing scope of responsibility and clear “soft” and “hard” breakouts***





# ***Trend Analysis Conclusion***

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- A board will view each record in total, not as a sum of its parts.
  - FITREPS are viewed differently. A 1/1 FITREP will likely be viewed differently if there is a soft breakout.
  - Reporting Senior Average will likely be viewed differently based on the senior rater and the number of FITREPs they have signed.
- Soft breakouts and EPs matter.
- Most selectees have non-observed time in records.
- High competition continues.
- High correlation continues between Milestone and Promotion selection.
- Anticipate 40% Major and 60% CDR Milestone Screen rates to continue.
- Anticipate that future trends will reflect community maturity.

***Sustained Superior Performance throughout an officer's career is the greatest determining factor in milestone selection***